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CURRICULUM PROPOSAL COVER SHEET
University-Wide Undergraduate Curriculum Committee

I. CONTACT

Contact Person Maria Tval Phone 7-3259

Department Nursing and Allied Health Professions

II. PROPOSAL TYPE (Check All Appropriate Lines)

☒ COURSE

Prof. Nursing III

Suggested 30 character title

☒ New Course *

NURS 412 Professional Nursing III

Course Number and Full Title

☐ Course Revision

Course Number and Full Title

☐ Liberal Studies Approval +
for new or existing course

Course Number and Full Title

☐ Course Deletion

Course Number and Full Title

☐ Number and/or Title Change

Old Number and/or Full Old Title

New Number and/or Full New Title

☐ Course or Catalog Description Change

Course Number and Full Title

☐ PROGRAM:

☐ Major

☐ Minor

☐ Track

☐ New Program *

Program Name

☐ Program Revision *

Program Name

☐ Program Deletion *

Program Name

☐ Title Change

Old Program Name

New Program Name

III. Approvals (signatures and date)

Maria E Tval 2-25-00
Department Curriculum Committee

Mary E. Smith 7/14/00
College Curriculum Committee

John Korman 2-25-00
Department Chair

Barleen A. Fox 15 July 00
College Dean

+Director of Liberal Studies (where applicable)

*Provost (where applicable)

NURS 412 Professional Nursing III**2c-01-2sh****Prerequisites:** NURS 312 and 337 and 339 or permission of instructor

The professional nurse is expected to use clinical, managerial, and personal leadership skills to ensure the delivery of high-quality, cost-effective care in divergent health care delivery systems. The study of leadership and management skills and processes will be approached as inherent elements for all levels of nursing practice. The role of designer/manager/coordinator of care in professional nursing will be examined in depth.

I. Course Description

NURS 412 Professional Nursing III

2 lecture hours
0 lab hours
2 semester hours
(2c-0l-2sh)

Prerequisites: NURS 312 and 337 and 339 or permission of instructor

The professional nurse is expected to use clinical, managerial, and personal leadership skills to ensure the delivery of high-quality, cost-effective care in divergent health care delivery systems. The study of leadership and management skills and processes will be approached as inherent elements for all levels of nursing practice. The role of designer/manager/coordinator of care in professional nursing will be examined in depth.

II. Course objectives

At the conclusion of this course the student will be able to:

1. Discuss the nurse's leadership role in professional nursing practice
2. Explain the concept of quality management and the fundamental principles for implementation
3. Apply problem solving skills and a decision making grid to resolve management or leadership dilemmas
4. Describe key skills and strategies for the professional nurse role
5. Assess healthcare organizations in terms of its culture and interaction patterns
6. Apply the concepts of "team building" to group work

III. Course Outline

Week 1	Overview – Course expectations/evaluation methods Leadership theories	2 hrs.
Week 2	Management theories Motivational theory	2 hrs.
Week 3	Healthcare organizations –design and systems Delivery of care models – managed care, case management models	2 hrs.
Week 4	Health care economics Fiscal leadership in clinical practice Monitoring care – Quality improvement, Risk Management	2 hrs.
Week 5	Power, politics and influence in organizations Team building	2 hrs.
Weeks 6-8	Clinical delegation skills Communication and interdisciplinary working relationships Mid-term Exam	5 hrs. 1 hr

Week 9	Problem solving strategies for clinical management Decision-making models for clinical management Conflict management	2 hrs.
Week 10	Leading change Selecting, coaching and developing staff Managing performance	2 hrs.
Week 11	Ethical and legal issues in managing others Diversity in the workplace Safety in the workplace: violence, sexual harassment	2 hrs.
Week 12	Managing information and technology Managing time and priority setting	2 hrs.
Weeks 13-14	Career management: resume writing, interviewing Developing personal/professional image Transition to the workplace	4 hrs.
Finals Week	Final Exam	

IV. Evaluation Methods*

30%	Mid-term exam (multiple choice and essay)
30%	Final exam (multiple choice and essay)
10%	Problem based case studies
10%	Group project addressing concepts of team-building
10%	Conflict Analysis Activity
5%	Reflection on group process
5%	Resume and career plan

Grading scale:

A	90-100%
B	80-89%
C	70-79%
D	60-69%
F	Less than 60%

***To progress in the Nursing Program, the student must achieve at least a 70% average grade on the exams AND at least a 70% average on all other assignments.**

V. Required Texts

Yoder-Wise, P. (1999). Leading and managing in nursing. St. Louis: Mosby, Inc.

Rowland, B. & Rowland, H. (1997). Nursing Administration Handbook. Gaithersburg, MD: Aspen.

VI. Special Resource Requirements

None

VII. Bibliography

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- Cherry, B., & Jacob, S.R. (1999). Contemporary nursing: Issues, trends, and management. St. Louis: Mosby.
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- Lachman, V.D. (1998). You can take charge of your practice. RN, 61(2), 19-20.
- Liebler, J.G., & McConnell, C.R. (1999). Management principles for health professionals. Gaithersburg, MD: Aspen Publishers, Inc.
- Loveridge, C. & Cummings, S. (1996). Nursing management in the new paradigm. Gaithersburg, MD: Aspen Publishers, Inc.
- Rocchiccioli, J. & Tilbury, M. (1998). Clinical leadership in nursing. Philadelphia: W.B. Saunders.
- Sullivan, E. & Decker, P. (1997). Effective leadership and management in nursing. Menlo Park, CA: Addison-Wesley.
- Webber-Jones, J.E. (1999). A practical approach to problem solving. RN, 62(4), 30-33.
- Wilson, C.K. & Porter-O'Grady, T. (1999). Leading the revolution in health care: Advancing systems, igniting performance (2nd ed.). Gaithersburg, MD: Aspen.
- Zerwekh, J. & Claborn, J.C. (2000). Nursing today: Transition and trends (3rd ed.). Philadelphia: W.B. Saunders.

**COURSE ANALYSIS QUESTIONNAIRE
NURS 412 Professional Nursing III**

Section A: Details of the Course

- A1 This course will fit into the senior year of the Bachelor of Science degree in the Nursing program. It is a required course for students in the major.
- A2 This course is part of the curriculum revision in the Nursing program.
- A3 This course has never been offered at IUP.
- A4 This course is not intended to be offered as a dual-level course.
- A5 This course is not intended to be taken for variable credit.
- A6 Material on management and leadership in nursing would be included in other baccalaureate nursing programs.
- A7 The content in this course is necessary for the practice of nursing in many settings (Commission on Collegiate Nursing Education, State Board of Nursing Professional and Vocational Standards.) The information taught in this course is consistent with the test plan for the licensing exam for nursing (NCLEX-RN.)

Section B: Interdisciplinary Implications

- B1 This course will be taught by one faculty member at a time within the Nursing Department.
- B2 This course does not overlap with any other courses at the University.
- B3 No seats in the course will be reserved for students in Continuing Education.

Section C: Implementation

- C1 No new faculty are needed to teach this course.
- C2 Other Resources
 - a. Current space allocations are adequate to offer this course
 - b. Currently Stapleton Library subscribes to a number of specialty nursing journals that would be helpful for students in this course. These journals include: Nursing Economics, Journal of Nursing Administration, and Nursing Management. In addition, the Department of Nursing and Allied Health Professions receives subscriptions to other journals which might be useful to students in this course. These journals include: Research in Nursing and Health, Journal of Professional Nursing, and Journal of Nursing Scholarship. Stapleton Library has a holding of references related to nursing management. The department currently has a mechanism in place for identifying and recommending future purchases for the library holdings.
- C3 No grant funds are associated with this course
- C4 This course will be offered in the Fall semesters.

- C5 One section of the course will be offered at a time.
- C6 Eighty students will be accommodated in this section.
- C7 No professional society limits enrollments in a course of this nature.